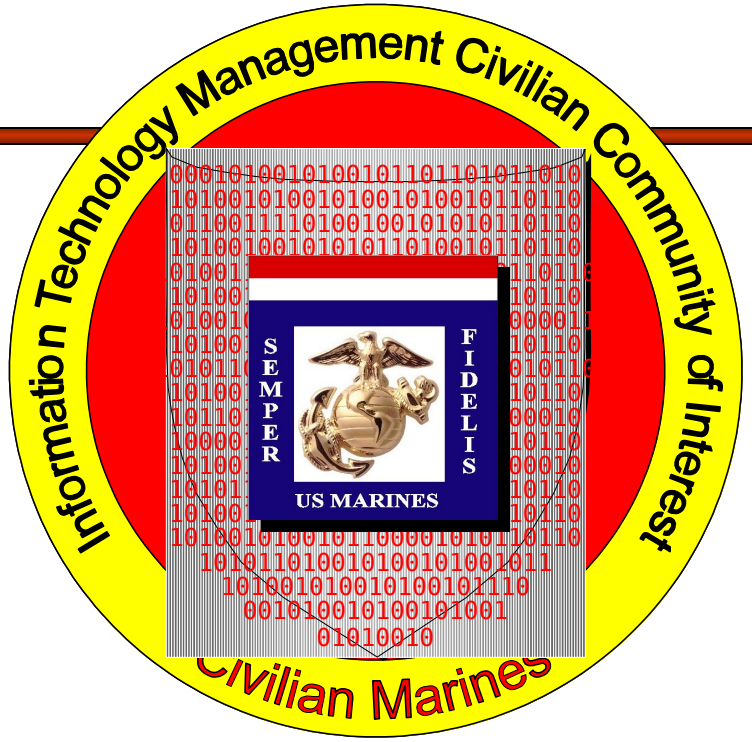


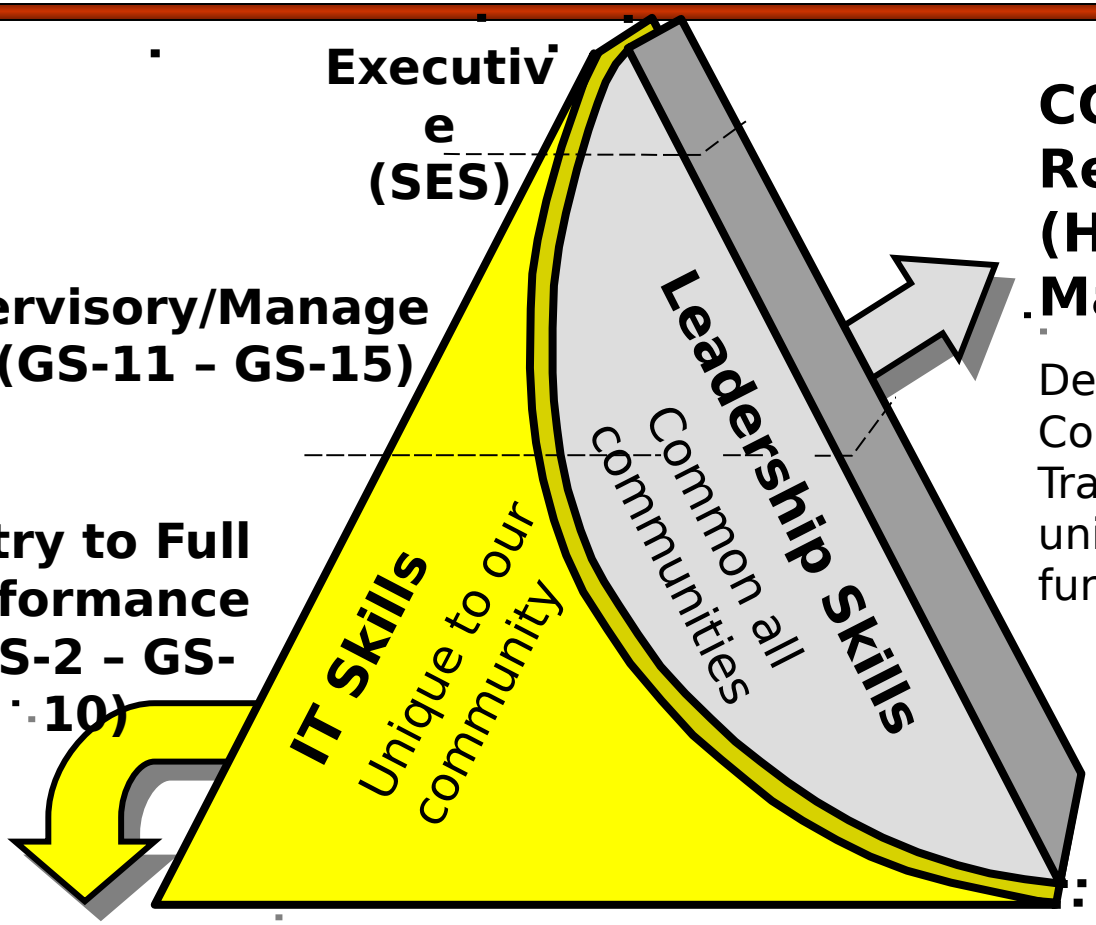
FY03 Goals Update

Chris Cannavaro
ITM COI Manager
October 2003

Agenda

- The COI Role
- ITM COI Status of Force
- Establishing a Community Direction
- FY03 Goal 1:
  Expand Training & Education Opportunities
- FY03 Goal 2:
  Establish a Job Exchange Program
- FY03 Goal 3:
  Establish an ITM Civilian Marine Award
- Other Initiatives

The COI Role



CCLD's Responsibility (Headquarters, Marine Corps)

Develops Leadership Competencies and Training Opportunities universally across all functional areas

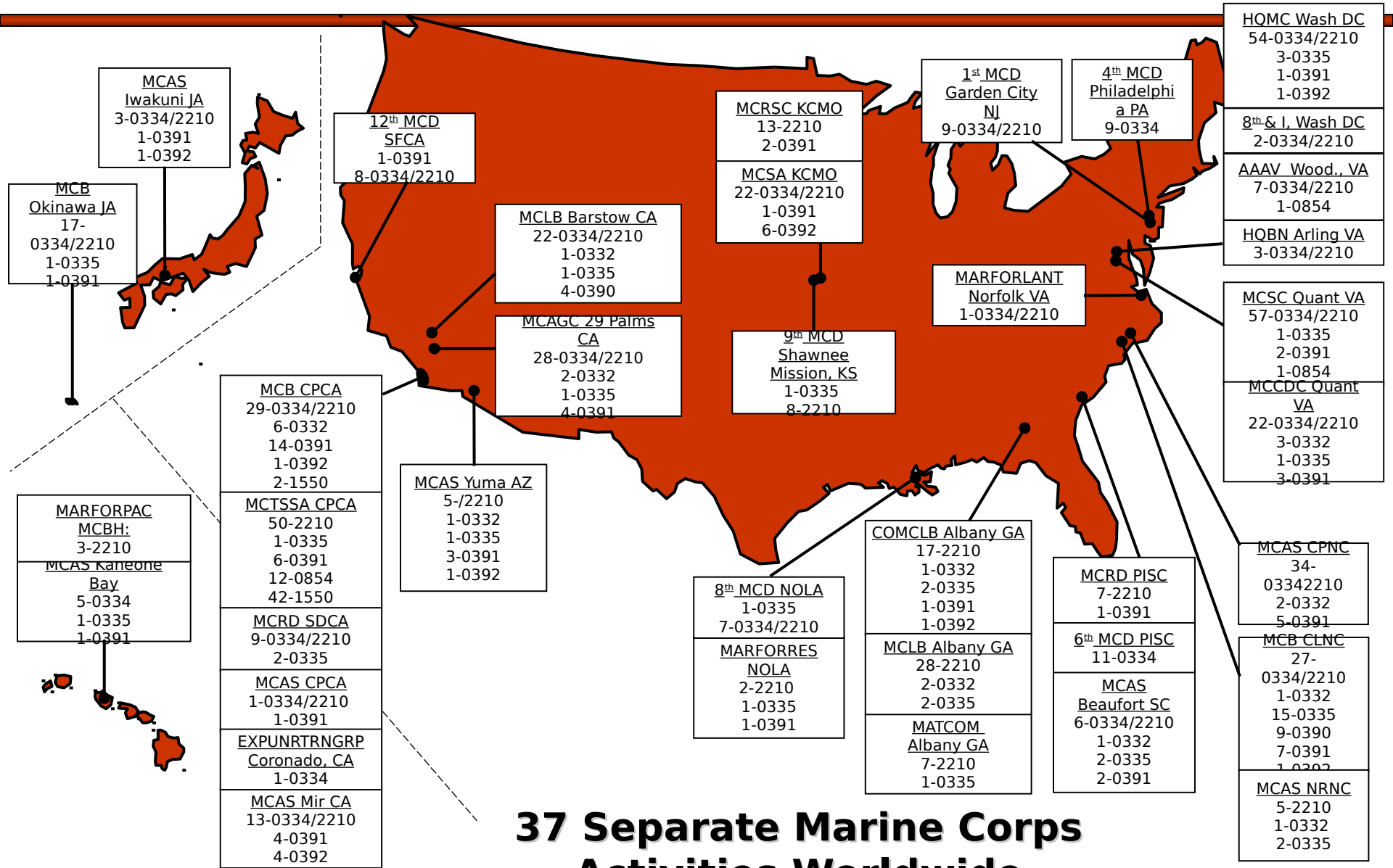
ITM COIs' Responsibility

Develop ITM Technical Competencies, Training Opportunities, and Career Opportunities for the ITM Community

ITM COI Status of Force

		Headcount
• GS-0332:	Computer Operations	48
• GS-0334:	Computer Specialist	6
• GS-0335:	Computer Clerk & Assistant	66
• GS-0390:	Telecommunications Processing	21
• GS-0391:	Telecommunications	60
• GS-0392:	General Telecommunications	15
• GS-0854:	Computer Engineering	16
• GS-1550:	Computer Science	46
• GS-2210:	Info Technology Mgt Specialist	602
	Total:	880

ITM COI Status of Force



37 Separate Marine Corps Activities Worldwide

ITM COI Status of Force

- ITM COI Regional Representatives
  - 37 Activities (Bases, Stations, Major Commands)
  - Consolidated into 18 Regional Activity Groups
  - Reps Can Meet Face to Face with COI Members and Supervisors
  - Serve as the Ambassadors for our SES COI leader

	REGIONAL ACTIVITY GROUP:	REPRESENTATIVE:	ASST REP:	#of members
1	MCRC	Connie Vitiello		59
2	HQMC Washington	Al Katzburg	Mark Parsons	63
3	MCCDC	Richard Logsdon	Keith Bailey	38
4	MCSC	Mitch Raton	Buddy Rodgers	75
5	Albany	Archie Fowler	Harry McDole	62
6	Camp Lejeune	Terry Maxwell	Mike Babner	69
7	Cherry Point	Chris Crupi		43
8	Beaufort	Kevin Gaddist		26
9	Barstow	Anita Lewis		27
10	29 Palms	Charlene Trnka	Mark Muller	37
11	Kansas City	Marvin Henrich		43
12	San Diego	Larry Norris		49
13	Yuma	Thomas White		15
14	MCTSSA I (Eng & Science)	David Yergensen		55
15	MCTSSA II (ITM & Telecom)	Jackie Weedon		57
16	Camp Pendleton	Brenda Wiles		64
17	Hawaii	Harold Conner		15
18	Japan	Todd Eddy		83
			Total	880

Establishing a Community Direction

- FY03 Regional Reps Summit August 2002
- Established Mission, Vision, and Intent
  - Our Vision
    - A consistent and highly skilled IT workforce of Civilian Marines integral to the accomplishment of Marine Corps missions
  - Our Mission
    - The Information Technology Management Community of Interest leads and guides the USMC IT Workforce through effective career path management and strategic workforce planning. The Community leadership serves as the advocate for the IT workforce and champions the issues and goals identified through the community
  - Our Intent
    - Create Opportunities
    - Retain Skilled IT Workers
    - Infuse New IT Talent
    - Support the Marine Corps Team

Establishing a Community Direction

- Developed Competencies and Proficiencies for the ITM COI

Example:

This is 1 of 10 different Job Roles for the 2210 Series

Job Role	Competency	Skill Level 1 GS 5-7	Skill Level 2 GS 7-9	Skill Level 3 GS 11-12	Skill Level 4 GS 13-15
Policy and Planning	Business Process Reengineering	NA	1	3	4
	Capital Planning and Investment Assessment	NA	1	3	4
	Cost-Benefit Analysis	NA	1	3	4
	Electronic Commerce (e-Commerce)	1	2	3	3
	Information Assurance	1	1	2	2
	Information Resources Strategy and Planning	1	2	3	4
	Information Systems/Network Security	1	1	2	2
	Information Technology Performance Assessment	1	1	2	3
	Infrastructure Design	1	1	2	3
	Knowledge Management	1	2	3	4
	Organizational Development	NA	1	2	3
	Project Management	2	2	3	4
	Requirements Analysis	1	2	3	4

- Established ITM COI FY03 Goals
  - Goal 1: Expand Training Opportunities for ITM Civilian Marines
  - Goal 2: Establish a Job Exchange Program for Career Broadening
  - Goal 3: Establish an ITM Civilian Marine Award

FY03 Goal 1: Expand Training & Education Opportunities

- The C4 Planners Course, (GS-11 to GS-15)
  - 2 ITM COI Members attended in FY03
  - 2 new ITM COI seats established for FY04 (Feb)
  - 8 week course
- The Advanced Communication Information Systems Course (ACIS), (GS-13 to GS-15)
  - 1 ITM COI Members attended in FY03
  - 2 new ITM COI seats established for FY04 (May)
  - 2 week course
- Communication Information System Officer Refresher (CISOR), (GS-09 to GS-12)
  - 8 ITM COI Members attended in FY03
  - 2 new ITM COI seats established for FY04 (June)
  - 2 week course

FY03 Goal 1: Expand Training & Education Opportunities

- Expeditionary Warfare School (EWS)
  - GS-11 to GS-13
  - 1 new ITM COI seat established for FY04 (August)
  - Selection by panel
  - 8 month resident course
  - Non-competitive distance learning option available
- Command & Staff College (CSC)
  - GS-11 to GS-13
  - 1 new ITM COI seats established for FY04 (August)
  - Selection by panel
  - 8 month resident course
  - Non-competitive distance learning option available

FY03 Goal 1: Expand Training & Education Opportunities

- Information Assurance Scholarship Program (IASP)
  - All Grades
  - Applicant packages will be ranked
  - Number of seats will be limited to DoD funding
  - Must have a Bachelors Degree
  - 2 year distance learning Masters program (IRMC & University)
- Naval Post Graduate School Distributed Learning Program (All Grades)
  - 2 ITM COI Members were selected in FY03
  - 10 Fully funded online seats open to Marines and Civilians for FY04
  - Selection by panel
  - Must have a Bachelors Degree
  - 12 month Graduate Certificate Program

FY03 Goal 2: Establish a Job Exchange Program

- Established a Concept with the Air Force Communication Information Career Program (CICP)
- Basic Concept: Marine and Ar Force Civilians swap positions in collocated regions (NCR, Hawaii, Okinawa) for 6 months
- Benefits:
  - Employees gain new and competitive career experience
  - Services leverage new insights from sister service
  - Minimal cost. Exceeding local travel reimbursement only
  - No billet gaps
- To Date:
  - Identified Key Players
    - Deputy Director C4 and Asst. Deputy C/S, Warfighting Integration
    - ITM COI Manager and CICP Manager
  - Drafted a MOA (staffed at HQMC)
- Next Steps
  - Staff at HQ USAF, sign MOA, execute pilot

FY03 Goal 3:
Establish an ITM Civilian Marine Award

- Award Established in Sept 2003
  - Decision Paper signed by Commandant
- Endowment Based Award
  - AT&T donation to Marine Corps Association to support award annually
- Award Title:
  - The ITM Civilian Marine of the Year Award
- Next Steps
  - Staff and sign Trust Agreement
  - Announce award by MARADMIN (November)
  - Solicit 2003 Recipient Nominations (December)
  - Collect nominations (January)
  - Select Recipient (February)
  - Set up C4 Dinner to present award (March-April)

Other Initiatives

- Career Planning Tool Participation
  - IT Career Roadmap (http://itroadmap.golearn.gov)
    - Designed for all GS-2210s across Government
    - Lines up with our existing USMC competencies/proficiencies
    - Provides a Self Assessment capability mapped to training
    - Allows you to ask others to perform an independent skill assessment
    - Based on the DON IM/IT Workforce Career Development Model
    - Integrated with OPM's GoLearn Program
    - Designed to support IDP Development
  - Civilian Workforce Development IM Application
    - Structured around the 21 USMC COIs
    - Provide a Skills Assessment capability
    - Based Competency/Proficiency structure provided by the COIs
    - Designed to support IDP Development

Other Initiatives (cont.)

- Developed an ITM COI Charter
- ITM COI Leadership Roadshow
- NMCI Civilian Billet Restoration
- Civilian Marine Website – ITM Web page
  - Charter Posted
  - ITM COI Competencies
  - IT Roadmap Web link
  - Road Show Briefs
  - Regional Break Out of Community
- Civilian Marine Newsletter Articles

Questions?